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The Martin Luther King, Jr.-Cesar Chavez-Rosa Parks Initiative

The Michigan Department of Career Development's Martin Luther King, Jr.-Cesar Chavez-Rosa Parks (KCP) Initiative works with Michigan's postsecondary institutions to achieve parity in the number of bachelor's degrees awarded to students traditionally underrepresented in higher education. From the inception of the program in 1986 to 2001, there has been a 93.3 percent increase in the number of bachelor's degrees granted to underrepresented students by Michigan's public universities.

The KCP Initiative supports these underrepresented students through six strategies (programs) leading to a baccalaureate degree:

- The **College Day (CD) Program** introduces secondary students and their parents to universities by providing them with college preparatory information, knowledge, and skills while on a university campus. The program targets all students in the state's 30 school districts with the greatest number of K-12 academically and economically disadvantaged students. The CD Program works with selected subsets of schools from the targeted districts. Funds to support the CD Program are included in the legislative appropriations to each of Michigan's 15 public universities.
- The **Select Student Support Services (4-S) Program** provides seed money to 4-year public and independent colleges and universities for developing retention programs for academically and economically disadvantaged students. 4-S monies serve as a catalyst for institutional change, stimulating more coordinated efforts within institutions that permanently ensure both short-term and long-term measurable improvement in graduation rates. The competitive 4-S grants are awarded for one-year periods at a maximum of \$150,000 per institution, plus a required 30 percent institutional match.
- The **Morris Hood, Jr., Educator Development (MHED) Program** increases the number of African-American, Latino, and Native American students, especially males, who enroll in and complete K-12 teacher education programs at the baccalaureate level. Competitive awards are granted to public and private colleges and universities which offer state-approved teacher education programs. The competitive MHED grants are awarded for one-year periods at a maximum of \$150,000 per institution, plus a required 30 percent institutional match.
- The **Michigan College/University Partnership (MICUP) Program** seeks to increase the number of minority students who transfer from community colleges into baccalaureate programs. Competitive awards fund partnerships between four-year public and independent colleges and universities and public community colleges. The competitive MICUP grants are awarded for one-year periods for a maximum of \$150,000 per institution, plus a required 30 percent institutional match.

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- The **Future Faculty Fellowship (FFF) Program** increases the pool of African-American, Latino, and Native American students who pursue full-time faculty teaching careers in postsecondary education and agree to teach at two- or four-year public or private institutions in Michigan or in a state with which Michigan has established a reciprocity agreement for a minimum of three years equivalent to full-time. Funds to support the FFF Program are included in the legislative appropriations and are administered by the graduate schools at each of Michigan's 15 public universities participating in the program.
 - The **Visiting Professors (VP) Program** seeks to increase the number of minority instructors in the classroom and provide role models for minority students. The VP Program is a stop-gap measure—an attempt to fill the void immediately. Funds to support the VP Program are included in the legislative appropriations to each of Michigan's 15 public universities.

The King-Chavez-Parks Initiative is expanding its focus through partnerships involving America's Promise through the Michigan Community Service Commission, the Commission on Spanish-Speaking Affairs, and various other civic and business organizations.

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